

## **STEVE POLSTON**

Senior Vice President for  
**Uranium Operations**

### **Experience Summary**

- Paducah Plant selected as Top 10 Best Plant in America in 1998 under his leadership
- Paducah Plant selected as Top 5 Plant in Safety and Productivity in 1997 by international safety and productivity organization
- Paducah Plant selected for State of Kentucky Governors Quality Award 1996
- Lockheed Martin Corporation national “Nova Leadership” recipient in 1996 and 1998
- Martin Marietta Corporation “National Manager of the Year” in 1986
- Kepner-Tregoe Instructor
- Stephen Covey Facilitator
- Holds U. S. Patent

### **Education**

- BS Mechanical Engineering  
University of Kentucky, 1971
- MBA  
University of Tennessee/  
Murray State,  
1986

September 1999 – Present. Steve is leading the CH2M HILL expansion of its uranium business in the Oak Ridge region. Key to the expansion is the Y-12 Weapons Plant M&O Contract and the DOE DUF6 Conversion Contracts at Paducah and Portsmouth.

*July 1998 – September 1999, Executive Vice President and Chief Operating Officer, Kaiser-Hill Company, LLC, Rocky Flats Environmental Technology Site, Golden, Colorado.* On July 13, 1998, Steve began working at Kaiser-Hill Company, LLC, at the Rocky Flats Site. Since coming to Rocky Flats, Steve has moved aggressively to remove institutional barriers such as an overly complicated safety management program that are significant impediments to safety and production performance. He has begun to recruit outside talent and has undertaken many important initiatives that will help Rocky Flats such as a “Fix-It-Once” approach to corrective actions using a team of senior managers to review and approve planned actions, developing an internal communication process, barrier removal in residue production, enhancing operational focus through chairing a Mission Operating Team and leadership in developing prompt compensatory actions for safety issues.

*1992 – 1998, General Manager, Lockheed Martin Utility Systems, Paducah Gaseous Diffusion Plant, Paducah, Kentucky.* Steve served as General Manager for Lockheed Martin Utility Systems at the Paducah Gaseous Diffusion Plant. This plant is one of two in the United States that provides uranium enrichment for commercial reactor fuel and other purposes. Steve’s accomplishments at Paducah were many. Importantly, he led the effort to achieve step changes in safety and productivity, while transitioning from DOE to a “for profit” corporation, and a new and more rigorous regulatory regime under the NRC. In 1997, Paducah was named as one of the top 10 plants in the nation by *Industry Week* magazine. In 1998, the U. S. National Safety Council, in conjunction with the Japanese National Safety council, named the Paducah Plant as one of the five best worldwide in combined safety and productivity improvement. In 1998 the Paducah Plant received one of three quality awards given by the Governor of Kentucky for excellence in industrial quality.

*1988 – 1992, Deputy General Manager, Lockheed Martin Energy Systems, Y-12 Nuclear Weapons Plant, Oak Ridge, Tennessee.* Steve was responsible for uranium weapons manufacturing with 3000 people performing virtually the same mission as Rocky Flats formerly did with plutonium.

*1983 – 1988, Assembly Division Manager, Lockheed Martin Energy Systems, Y-12 Nuclear Weapons Plant, Oak Ridge Tennessee.* Steve served as Division Manager of a 250 person organization responsible for weapons assembly.

1978 – 1983, *Manufacturing Manager, Lockheed Martin Energy Systems, Oak Ridge National Laboratory, Oak Ridge, Tennessee.* Steve was responsible for 200 person organization responsible for fabrication of research hardware.